

**MEMORANDUM OF UNDERSTANDING BETWEEN
SAN DIEGO UNIFIED SCHOOL DISTRICT AND
SAN DIEGO EDUCATION ASSOCIATION**

RE: IMPACT OF EVOLVING TECHNOLOGY ON WORKING CONDITIONS

The purpose of this Memorandum of Understanding ("MOU") is to reflect the mutual concerns of the District and Association and to set forth parameters which should guide the parties in the implementation of evolving technology, as set forth below.

Specifically:

1. The District has implemented new technology regarding attendance accounting ("Zangle") which all teachers are required to use, and IEP reporting ("Encore") which special education personnel are required to use.
2. The parties agree that unit members' ability to comply with the foregoing requirements depends on having reasonable access to computers and printers.
3. If unit members are not able to have reasonable access to the necessary equipment, unit members should not be held responsible for being unable to comply with the requirements set forth above.
4. "Reasonable access" does not mean every affected unit member must have a computer and printer dedicated to his/her exclusive use. Rather, reasonable access means that such equipment must be available at the work site so as not to impede or prevent compliance with the requirements set forth above.
5. Regarding the Zangle attendance accounting system:
 - a. The parties acknowledge that each school site should retain flexibility in the exact manner by which it meets reporting requirements.
 - b. Part of site flexibility should include access to hard copy attendance reporting to the degree necessary to meet logistical needs, such as for unit members whose duties extend beyond the time the computerized reporting system has shut down, when the computerized reporting system is inoperable, for visiting teachers, and in order to report tardy students (if the computerized system does not allow for this).
 - c. Unit members shall not be negatively evaluated for taking an appropriate amount of time in order to complete attendance reporting.
6. Regarding the "Encore" system:
 - a. The parties' acknowledge the sensitive information contained in these student records and the concomitant obligation to maintain strict confidentiality of these records. .
 - b. A unit member shall not be negatively evaluated based on an assertion that confidentiality was breached if the breach occurred through no fault of the unit member.

Walter A. Adams
6/24/04

Robert M. ...
6/24/04

Judy ...
6/24/04